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H.313

Introduced by Representatives Sullivan of Burlington, McCormack of  
Burlington, and Townsend of South Burlington

Referred to Committee on

Date:

Subject: Labor; employment practices; minimum wages

Statement of purpose of bill as introduced: This bill proposes to increase the  
minimum wage and tipped minimum wage to \$15.00 per hour by 2022.

An act relating to increasing the minimum wage and tipped minimum wage

It is hereby enacted by the General Assembly of the State of Vermont:

Sec. 1. 21 V.S.A. § 384 is amended to read:

§ 384. EMPLOYMENT; WAGES

(a)(1) An employer shall not employ any employee at a rate of less than  
~~\$9.15. Beginning on January 1, 2016, an employer shall not employ any~~  
~~employee at a rate of less than \$9.60. Beginning on January 1, 2017, an~~  
~~employer shall not employ any employee at a rate of less than:~~

(A) \$10.00.

(B) Beginning on January 1, 2018, ~~an employer shall not employ any~~  
~~employee at a rate of less than \$10.50, and,~~

(C) ~~beginning~~ Beginning on January 1, 2019 ~~and,~~ \$11.50.

1            (D) Beginning on January 1, 2020, \$12.50.

2            (E) Beginning on January 1, 2021, \$13.50.

3            (F) Beginning on January 1, 2022, \$15.00.

4            (G) ~~on~~ On each subsequent January 1, the prior minimum wage rate  
5 ~~shall be~~ increased by five percent or the percentage increase of the Consumer  
6 Price Index, CPI-U, U.S. city average, not seasonally adjusted, or successor  
7 index, as calculated by the U.S. Department of Labor or successor agency for  
8 the 12 months preceding the previous September 1, whichever is smaller, ~~but~~  
9 ~~in.~~ In no event shall the minimum wage be decreased. The minimum wage  
10 shall be rounded off to the nearest \$0.01.

11            (2)(A) An employer in the hotel, motel, tourist place, and restaurant  
12 industry shall not employ a service or tipped employee at a basic wage rate of of  
13 less than ~~one half the minimum wage;~~

14            (i) \$5.00;

15            (ii) beginning on January 1, 2019, \$7.50;

16            (iii) beginning on January 1, 2020, \$10.00;

17            (iv) beginning on January 1, 2021, \$12.50; and

18            (v) beginning on January 1, 2022, the minimum wage established  
19 pursuant to subdivision (1) of this subsection.

20            (B) As used in this ~~subsection~~ subdivision, “a service or tipped  
21 employee” means an employee of a hotel, motel, tourist place, or restaurant

1 who customarily and regularly receives more than \$120.00 per month in tips  
2 for direct and personal customer service.

3 (3) If the minimum wage rate established by the U.S. government is  
4 greater than the rate established for Vermont pursuant to either subdivision (1)  
5 or (2) of this subsection for any year, the minimum wage rate for that year  
6 pursuant to that subdivision shall be the rate established by the U.S.  
7 government.

8 \* \* \*

9 Sec. 2. EFFECTIVE DATE

10 This act shall take effect on July 1, 2017.